

General Service Grade 6 Temporary Promotions

Questions and Answers

1. **Current Headcount:** As of the date of this request, how many individual staff members within your Department are currently filling a General Service Grade 6 post on a Temporary Promotion (TP) basis?

Two staff members are currently filling a General Service Grade 6 post on a Temporary Promotion (TP) basis.

2. **Duration Breakdown:** Of the total number identified in Question 1, please provide a breakdown of how many of these Grade 6 TPs have been held continuously by the same individual for:

- | | |
|---------------------------------|-----|
| a. (a) Between 0 and 6 months | NIL |
| b. (b) Between 6 and 12 months | NIL |
| c. (c) Between 12 and 24 months | NIL |
| d. (d) Over 24 months | Two |

3. **Operational Justification:** For any Grade 6 TP identified in Question 2 that has continuously exceeded a duration of 12 months, please state the recorded operational reason why a permanent drawdown from the active IRC306699 merit list was not requested to fill the vacancy.

One temporary promotion is in place as a result of a TP chain, as the substantive postholder is currently temporarily promoted elsewhere.

The General Service Grade 6 post relating to the other TP has not been substantively filled to support continuity of business and to allow consideration of the current organisational structure in the context of financial constraints and affordability considerations.

It should be noted that, due to the Department's current vacancy control arrangements, financial constraints and affordability considerations, together with the requirement to maximise redeployment and reprioritisation of existing resources, the Department does not currently have plans to routinely substantively fill general service vacancies. Exceptions may be considered on a case-by-case basis, taking account of business need, affordability and available funding options.

4. **Merit List Requests:** Since the establishment of the IRC306699 merit list, how many formal requests has your Department submitted to NICS HR / Department of Finance to permanently fill a Grade 6 vacancy from this specific panel?

No formal requests have been submitted to NICSHR / Department of Finance to fill a General Service Grade 6 vacancy from IRC306699.

As stated above, due to the Department's current vacancy control arrangements, financial constraints and affordability considerations, together with the requirement to maximise redeployment and reprioritisation of existing resources, the Department does not currently have plans to routinely substantively fill general service vacancies. Exceptions may be considered on a case-by-case basis, taking account of business need, affordability and available funding options.

Refusal Guidance & Cost Limits

To ensure compliance with the statutory cost limit, please note that this request is strictly limited to **General Service Grade 6** roles only and does not require a search of departmental emails or individual personnel files. Numerical data and high-level operational categories held centrally by your departmental HR/Workforce planning team will suffice.

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